



HR BEACON

Community News for HR Professionals

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HR Active Component (AC) Milestone Slating Process

The HR (AC) milestone & command slating process occurs annually at the conclusion of the HR Milestone (Board #460) and Command (Board #500) Screening boards, normally held each October. In this Beacon, we will discuss the HR AC milestone & command slating process. HR Milestone and Command billet lists are reviewed and published every 4 years. Current milestone and command billet lists are available on the NPC HR Detailing Webpage:

<http://www.public.navy.mil/bupers-npc/officer/Detailing/rlstaffcorps/HR/Pages/default.aspx>

- **HR AC Milestone & Command Slating Goals.** The goal of the slating process is to assign screened HR officers to milestone & command billets using the most effective balance of individual officer preference; officer and billet availability; officer career timing/career progression; and skills/qualification match.
- **HR Milestone & Command Quota Development.** Each year, the HR Community screens enough officers to maintain a 2-to-1 ratio of banked and newly screened officers to fill projected milestone billets over the next year. The 2-to-1 ratio of screened officers vs. projected billet fills is needed to ensure compliance with distribution policies such as time on station; joint tour length requirements; Exceptional Family Member Program; and dual military co-location. It also offers a cushion of screened officers in the event an officer declines a proffered slate.

Example: There are ten Commander milestone/command billets to fill in the slate window. Twenty screened officers will be needed to ensure that all 10 billets can be filled. If six milestone-screened Commanders are “banked” from prior years’ board, 14 new officers will need to be screened this cycle (i.e., new primary selects + new alternate selects = 14).

- **HR Milestone Board Eligibility.** HR officers receive up to three milestone screening opportunities following selection to the next higher grade (officers accessed into the community at the grade of LCDR and above receive only one screening opportunity). All officers will automatically be screened for milestone opportunity.
- **HR Command Board Eligibility.** HR officers must successfully complete the command qualification process (earning 2D1 AQD) to be eligible for command screening. Officers who select for milestone AND possess the 2D1 AQD will be screened for command by a separate panel of the same board. Officers who are screened as milestone alternates AND possess the 2D1 AQD will be considered within the command panel and may also be selected as command alternates. Officers who select for milestone, but not command, and who possess the 2D1 AQD, will continue to be considered by successive command panels, up to three looks, until they have accepted a milestone slate.

Example: LCDR Smith is an FY17 LCDR select with 2D1 AQD. In the first screen board, he selects as Milestone primary, but is not selected for command. In the following year’s board, he remains in the bank and receives a second look for command. Prior to the convening of the third board, he accepts a milestone slate. He will not receive further looks for command as he has accepted an offered slate.

- **Attainment of 2D1 Qualification After Milestone Screening/Slating.** An officer who selects for milestone and subsequently earns the 2D1 AQD after having accepted or completed a milestone slate will be eligible for one command screening at the next board. If selected, this officer may be offered a bonus command slate following completion of paygrade milestone.
- **Verification of Eligibility Status.** An officer who is not certain of his/her eligibility for milestone and/or command screening may consult with PERS 4421 for clarification.
- **Special Looks.** Officers who have exhausted their milestone and/or command screening opportunities may petition for special additional looks following the policies and procedures outlined in MILPERSMAN 1301-234 CH 41, 3 DEC 2012.
- **Slating Process - Officer Input.** Milestone and command screened officers are asked to review all billets to be slated and rank order their preferences. Officers may supply any information they'd like to have considered in the process. The detailer may request a minimum number of preferences (i.e., top 6), or may require officers to rank order the entire slate. Officers may also request to be deferred, supplying any relevant amplifying information. If deferred, primary selects go into the milestone bank until the next slating cycle (alternates are not banked if not used and must be re-screened). Requests to defer/be banked can only be accommodated if the community can successfully fill the entire billet slate. Additionally, the detailer must comply with all relevant officer assignment policies such as dual military collocation and Exceptional Family Member program.
- **Milestone and Command Screening Optimization Model.** The slate process employs an optimization model to provide an unbiased approach to balancing officer preference, availability (PRD/Joint) and command qualification. The model matches officers to billets with the goal to maximize officer preference while accounting for command qualification and availability constraints. The model generates an initial slate, which the detailer individually analyzes to ensure required skillsets and/or subspecialties are met. Additionally, the detailer must ensure that all relevant assignments policies are met (e.g., dual military collocation; Exceptional Family Member Program). After the slate has been thoroughly scrubbed, it is briefed to the HR Community Flag for final approval.
- **Milestone and Command Optimization Results.** Use of the model cuts the time required to build the initial slate by 97% and consistently results in over 50% of officers receiving their #1 choice, and over 70% receiving a "top 3" choice. The model provides detailers a quantitative approach to slate development, returning time to the detailers so that they may focus on career management and mentoring their constituents.

This Beacon was submitted by CAPT Mary Lewellyn and CDR Robert Stockton, PERS 4421.

Please join us in welcoming CAPT Karin Vernazza to the PERS 4421 team!

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